**Equal Opportunities Monitoring Form**

**STRICTLY CONFIDENTIAL**

Creative Edinburgh is committed to supporting, developing and promoting diversity and equality in all of its employment practices and activities and strives to establish an inclusive culture free from discrimination and based on the values of fairness, dignity and respect.  Creative Edinburgh will support and develop staff by providing everyone with access to facilities, personal and career development opportunities and employment on an equal basis regardless of age, disability, gender reassignment, race, religion or belief, gender, sexual orientation, pregnancy and maternity, marriage and civil partnership.

Please help us to monitor equality of opportunity by answering the following questions as completely and honestly as possible by ticking the relevant boxes. Your answers are confidential and anonymous and will not be used in connection with your application but for internal statistical purposes only. You would not be able to be identified from the information we will hold.

We recognise that not everyone will be comfortable answering every single question as some are personal. To assist you we offer a “prefer not to answer” option for every question and will make no assumptions about your reason for selecting this response.

The completion of this form is voluntary.

This form will be separated from your application upon receipt and will not form part of the recruitment process.

Data on those who are unsuccessful in their application will be kept for 6 months only and then destroyed.

**Please let us know if you require this form in a different format.**



**Position Applied for:** Click here to enter text.

**Date:** Click here to enter text.

**Where did you see this post advertised?**

**What is your age?**

16-24 years ☐

25-44 years ☐

45-65 years ☐

65+ years

☐

Prefer not to say ☐

**Which religion or belief below do you most identify with?**

☐ Agnostic

☐ Atheist

☐ Bah’ai

☐ Buddhist

☐ Christian – Catholic

☐ Christian – Protestant

☐ Christian – Other

☐ Hindu

☐ Humanism

☐ Jain

☐ Jewish

☐ Muslim

☐ Pagan

☐ Rastafarian

☐ Scientologist

☐ Shinto

☐ Sikh

☐ Zoroastrian

☐ No religion or belief

☐ Prefer not to say

Other: Click here to enter text.

**Which ethnic background groups do you most identify with?**

☐ African / African Scottish / African British

☐ Arab / Arab Scottish / Arab British

☐ Asian / Asian Scottish / Asian British

☐ Black / Black Scottish / Black British

☐ Caribbean / Caribbean Scottish / Caribbean British

☐ Chinese / Chinese Scottish / Chinese British

☐ Gypsy / Traveller

☐ Irish

☐ Polish

☐ White Scottish / White British

☐ Mixed or Multiple Ethnic Groups, please tick and specify in the 'Other' box

☐ White Other, please tick and specify in the 'Other' box

☐ Prefer not to say

Other: Click here to enter text.

**Which one of the following best describes your gender?**

☐ Female

☐ Male

☐ In another way

☐ Prefer not to say

☐ If you describe your gender with another term, please provide this here - Click here to enter text.

**Which of the following best describes your sexual orientation?**

☐ Heterosexual / Straight

☐ Bi / Bisexual

☐ Gay / Lesbian

☐ Prefer not to say

☐ If you prefer to use another term, please provide this here - Click here to enter text.

**Do you consider yourself to be disabled under the Equality Act 2010?**

A *disabled person is defined under the Equality Act 2010\* as someone with a ‘physical or mental impairment which has a substantial and long term adverse effect on that person’s ability to carry out normal day-to-day activities.’*

☐ Yes

☐ No

☐ Do not know

☐ Prefer not to say

**If you do consider yourself to be disabled under the Equality Act 2010 please select all that apply should wish to answer.**

☐ Hearing impairment *(including partial impairment)*

☐ Visual impairment *(including partial impairment)*

☐ Speech impairment *(including partial impairment)*

☐ Mobility impairment *(including partial impairment)*

☐ Physical coordination difficulties

☐ Reduced physical capacity

☐ Severe disfigurement

☐ Learning difficulties *(e.g. dyslexic)*

☐ Mental health difficulties

☐ Progressive conditions

☐ An unseen disability *(e.g. diabetes, asthma, epilepsy)*

☐ Prefer not to say

Other: Click here to enter text.

**The Guaranteed Interview**

Creative Edinburgh guarantees an interview to anyone with a disability who meets the essential criteria for the job.

**Please tick this box if you consider yourself to be a disabled person and would like to apply for a guaranteed interview, should you meet the minimum criteria as set out in the job description.** ☐

**I do require special arrangements should I be selected for the interview which are**

**(please specify what adjustments you need, leave blank if you do not need adjustments)**